

**Jon Bennion, Esq.**  
**Government Relations Director**  
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Jon Bennion is a native of Billings, MT. He earned a B.A. in Political Science in 2000 and a J.D. in 2005 from the University of Montana in Missoula. Jon has also worked as both a volunteer and paid consultant on dozens of statewide, legislative and judicial campaigns in Montana. In 2004, he authored *Big Sky Politics*, a book on the history of campaigns and elections in modern Montana. In 2006, he joined the Montana Chamber of Commerce staff as head of Government Relations. He has worked there for the past five years as the Chamber's chief lobbyist and attorney. In 2009, Jon was appointed to serve on the Montana Districting and Apportionment Commission. He lives in Clancy, MT with his wife, Jessi and son, Jack.

**Stacey Bird**  
**Human Resource Director**  
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Stacey Bird is the Human Resource Director of Cascade County. She has been employed with the County for three years. Prior to becoming the Human Resource Director she worked as a Field Representative for the Montana Public Employees Association for nine years. Additional work experience includes working in the Personnel Departments at the Department of Environmental Quality and Department of Corrections. Stacey is a third generation Montanan. She attended Carroll College but due to life interruptions is short a few credits of a Business Administration degree. Free time is spent with family and friends enjoying the great outdoors of Montana. Volunteer work includes Special Olympics and Literacy Coach.

**Tom Burgess**  
**Field Consultant**  
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Tom joined the MFT, MFSE state affiliate offices in 1991 as a field representative responsible for organizing new local unions, bargaining contracts, and representing members in disciplinary situations as well as other local union matters. In 1994 he was promoted to staff director of the MFT. In 1998 he earned his graduate degree in Labor Studies from the University of Massachusetts's-Amherst. He remained in this position until the merger of MEA and MFT in 1999 to pursue work in the corporate world bargaining health insurance contracts with hospitals and doctors. During this time, he remained involved in Labor Relations as a Labor Arbitrator under the FMCS and the Montana Board of Personnel Appeals. In 2005 he returned to MEA-MFT. Tom is responsible for representing all university faculty in Montana, as well as k-12 and state employee union members. Tom is a Montana native, living in Helena with his three children.

**Rick D'Hooge**  
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Born and raised in Montana, Rick has over 40 years of labor relations experience. He graduated from the University of Montana with a BS degree in business. He has worked as a union agent, labor mediator, hearing officer, instructor and currently as a management representative.

**Michael Dahlem  
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Michael Dahlem is a Whitefish attorney who specializes in school, labor and employment law, representing school districts and other public employers. Michael received a bachelor's degree in philosophy from Iowa State University in 1975, a master's degree in philosophy from the University of Montana in 1986, and a J.D. and Ph.D. in philosophy from Rutgers University in 1991. Since returning to Montana in 1991, he has been employed as staff director by the Montana Federation of Teachers and staff attorney by the Montana School Boards Association. He has also served as chair of the State Bar's Law-Related Education Committee and School Law Section. Michael produces a free monthly e-newsletter entitled *Legal Update*.

**Daniel Doogan  
Secretary/Treasurer**

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Daniel Doogan became a business representative for Teamster's Union Local No. 2 in 1998. Dan was elected to the position of Secretary/Treasurer in 2009 and is currently the principal officer of Local No.2. Dan is responsible for the administration and management of Local 2 along with the administration, enforcement and negotiations of numerous labor agreements in a variety of public and private sector occupations including law enforcement, food services, heavy & highway construction and maintenance, solid waste disposal, ready mix concrete sand and gravel, delivery services and public transportation. He is the President of the Montana Public Employees Craft Council (MDT employees) and Vice President of the Montana Joint Heavy/Highway Committee. Before becoming a full-time business agent Dan was a union steward for the Teamsters at Missoula Ready Concrete Inc. and served on numerous negotiating committees. Dan joined the Teamsters Union (Local No.104) in 1978 as an employee of Arizona Refining Company in Phoenix and has been an active member for over 30 years. He currently resides in Missoula with his wife of 21 years, Susan

**Clovie Dschaak  
Executive Board Member IBEW Local 768**

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Clovie Dschaak is a Journeyman lineman that worked outside line construction and is currently a line crew foreman at Flathead Electric in Kalispell MT. He has been a IBEW member for 16 years, 3 of those as shop steward at Flathead Electric and for the past 2 years has served as an executive board member for local 768 in Kalispell MT. He sits in on labor management meetings between local 768 and Flathead Electric and has worked on 2 contract negotiations between local 768 and Flathead Electric.

**Alan D. Ekblad  
Executive Secretary**

Montana AFL-CIO

Al Ekblad was raised in a union household. His father was a member of the Operating Engineers Local #49, and his mother was a member of the Minnesota Education Association. He worked his way through college as a ranch hand, production spray painter, carpenter, bouncer and library resource clerk. He graduated from Montana State University with a Political Science degree.

Al Ekblad's career in labor has spanned twenty four years, including membership with the Operating Engineers Local #400 where he worked as a Union Organizer and the Laborers Union Locals #254, #1334, and #1686 through his employment at the Montana State AFL-CIO. During his 17 years with the MT AFL-CIO, Ekblad

worked in capacities ranging from political campaign staff, worker training coordinator, and Staff Director.

In 2010 he was elected to the Executive Board of the Montana State AFL-CIO. Later that same year he was elected President of the Central Montana Central Labor Council. In May of 2011, Al Ekblad was elected by unanimous vote as the Executive Secretary of the Montana State AFL-CIO.

Al is married with two sons. His wife Karla Ekblad is a 19 year member of the Montana Public Employees Association. Ekblad is as dedicated a family man as he is a labor leader. He believes that working families are at their best when they have access to good benefits in the workplace and social justice in the political system.

**Karl J. Englund, P.C.  
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Karl J. Englund practices law in Missoula. Karl attended the American University in Washington, D.C. and received a BA in 1974 and a JD in 1982, both from the University of Montana. A significant part of his law practice is dedicated to labor and employment law and litigation. He has represented, among others, the Montana AFL-CIO; Laborers International Union of North America, Local 1686; Montana Education Association-Montana Federation of Teachers; International Union of Operating Engineers, Local 400; police, deputy and firefighter local unions in Missoula, Kalispell, Butte, Bozeman, Helena and Livingston; the Montana Nurses' Association; and, International Brotherhood of Electrical Workers, Locals 233 and 768. He has litigated cases on behalf of labor organizations before a myriad of arbitrators, and in the Montana district courts, the Montana Supreme Court, the Montana Board of Personnel Appeals, the National Labor Relations Board, the U.S. District Court for the District of Montana and the Ninth U.S. Court of Appeals. Prior to attending law school, Karl worked for the Northern Plains Resources Council, the Environmental Policy Institute, Max Baucus and the late Senator Lee Metcalf. He was a board member and is a past president of the Montana Trial Lawyers' Association. He is currently a member of the Montana Board of Investments and the Board of Directors of the Missoula Redevelopment Agency.

**Kris Goss  
Staff Attorney**

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Kris Goss is a Staff Attorney with the Montana School Boards Association advocating for and representing the interests of member Montana K-12 Public School Districts. Prior to his employment with MTSBA, Kris was a law clerk for the Honorable Sam E. Haddon in the Great Falls Division of the United States District Court for the District of Montana. Kris attended law school at the University of Montana School of Law. Kris held a number of positions in the administration of Governor Judy Martz, first as a staff assistant, then as the Governor's Education Policy Advisor with additional duties of Deputy Communications Director for the Martz Administration.

**Harry Graham  
Arbitrator**

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Education: Ph.D, Industrial Relations, University of Wisconsin, 1967

Teaching Positions: Assistant Professor, University of Iowa, 1967-70; Associate Professor, Northern Illinois University, 1970-72; Associate Professor and Assistant Director, Industrial Relations Research Institute, University of Wisconsin, 1972-78; Professor, Cleveland State University, 1978-98

Arbitration Experience: First arbitrated, 1972; Member, National Academy of Arbitrators, 1982; Chairman,

Public Employment Disputes Committee 1990-92; Editor, **Chronicle**.

On panels of FMCS, AAA, Ohio SERB, Iowa PERB

Permanent Panel Member or Umpire, Past or Present, (Partial list): OCSEA/AFSCME and OH, FOP-OLC and OH,(past), Bituminous Coal Operators and UMWA, Districts 17 and 31, (past), USPS and Rural Letter Carriers, Umpire, USPS and NALC, Cleveland Electric Illuminating and Utility Workers, Ameren and IBEW, Akron Beacon-Journal and Newspaper Guild, Davenport (IA) Community School Board and Education Association, Ashland County Sheriff and FOP (OH), ATT and IBEW, Teleflex and USWA, Chicago Transit Authority and ATU

Author or co-author of approximately 25 articles on Industrial Relations, one book, **The Paper Rebellion, Development and Upheaval in Paper Industry Unionism**, University of Iowa Press, 1970, Chapter author "Grievance Arbitration in State and Local Government" in **Labor Arbitration Under Fire**, Stern and Najita, eds., Cornell University Press, 1997.

Speaker on programs of the Arbitration Institute, e.g. Miami, FL. Feb. 2010  
Chicago, IL May, 2007, 2008, 2009, 2010, Cleveland, 2007, 2009, 2010, FMCS Arbitration Seminar, 2007, AFL-CIO Lawyers Conference, New York, 2005 (National Meeting), Cleveland, 2006 (Regional Meeting)

Cycled two category 3 climbs on route of 2005 Tour de France; Received Croix de Pommard and title, Souverain Balliage de Pommard, 2006 France

**Jack Holstrom, Personnel Board of Personnel Appeals, Chair  
Personnel Services Administrator**

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Jack Holstrom is the Personnel Services Administrator for the MACo/JPIA Property and Casualty Insurance Trust, where he consults with county elected officials on human resource issues. Previous to his present employment, Jack represented the Montana Department of Transportation and other agencies in collective bargaining and other human resource issues for 22 years. Jack received his undergraduate and then completed his J.D. from the University of Montana in 1968. Since 1999 Jack has been the Presiding Officer for the Montana Board of Personnel Appeals.

**Steve Johnson, Board of Personnel Appeals, Management Member  
Director of Human Resources**

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Steve Johnson has been a management member of the Board of Personnel Appeals since 2001. He currently works as the Director of Human Resources for Missoula County, a position he has held since 1996. Missoula County currently has ten collective bargaining units. Steve also worked for eight years in the State of Montana's Personnel Division, as the state's chief labor negotiator, and as a labor relations specialist and a personnel specialist. He is a Missoula native and graduated from the University of Montana. He married Beth Johnson and they live in Missoula's Rattlesnake Valley. They have four children.

**Lawrence Little  
Arbitrator/Mediator/Attorney**

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Larry Little has served as sole arbitrator in over 200 cases since 1985 where an award was issued, as a member of an arbitration panel in about 20 cases since 2005, and as a mediator in about 100 cases since

1988. By stipulation in several cases, he has acted both initially as arbitrator and subsequently as mediator, and the inverse.

As a neutral he serves on labor panels in Montana, Washington, California and Alaska. In addition he serves on national labor, employment and commercial panels. He also acts as a mediator and pro tem judge for the Pierce County (WA) Superior Court. He also serves as a mediator for the US District Court for the Western District of Washington and as a mediator and arbitrator for securities matters for FINRA.

Mr. Little is a graduate of Princeton University, studied on a grant at Oxford University, and graduated from the University of Maryland School of Law. He is a member of the bar in Washington State and Washington DC.

He started his legal career as an intern attorney for Legal Aid West in Baltimore City, after which he practiced with two Seattle firms, partly handling labor matters. The US Navy's Office of the General Counsel offered him opportunity to establish their first permanent office in Washington State west of Seattle, to act on a regional basis handling labor and contract legal matters for most of the naval activities in the Northwest. That opportunity included the right to have a private practice, which was largely as an arbitrator and mediator, excluding labor matters. While acting as Navy counsel he taught labor law together with his AFGE friend who he often negotiated with across the table as a member of the bargaining team for naval activities, and negotiated with the WEA as a member and president of the Central Kitsap School Board. After retiring from the Navy position in 2003 he was a partner in starting a new food service contract on the Washington State Ferries and as such negotiated with several maritime and associated unions prior to beginning his practice as a labor arbitrator.

Larry and his wife enjoy their lakeside home west of Seattle, and especially responding to the frequent calls made to them at 800-call-grandpa/grandma.

**Adam Morrison**  
**Senior Field Attorney**  
**National Labor Relations Board**  
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Adam Morrison is a Senior Field Attorney with Region 19 of the National Labor Relations Board. He is the NLRB's Resident Agent in Spokane, Washington. Mr. Morrison handles NLRB cases; both unfair labor practice as well as representational matters, in Eastern Washington, Northern Idaho and Western Montana. Prior to becoming the Resident Agent in Spokane, Mr. Morrison worked at the NLRB's Portland office for almost 9 years covering Oregon and Southwest Washington.

**Quinton Nyman, Board of Personnel Appeals, Labor Member**  
**Executive Director**  
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Quint Nyman is the Executive Director of the Montana Public Employees Association which represents approximately 7500 state, university, county, city and municipal employees across Montana. Prior to becoming the executive director he served as the assistant director and western region field representative out of Missoula. He has recently been appointed as Vice President to the Montana AFL-CIO. Quint has also worked for the Montana State AFL-CIO Project Challenge: Work Again worker retraining program as a Literacy Coordinator in the Missoula and Kalispell area. As a member of the Laborers Local 1686 he has been elected to the Board of Directors of the Montana State AFL-CIO. Quint worked his way through college as a wildland firefighter with the DNRC and earned a degree in English and Secondary Education from The University of Montana. He also served in the United States Marine Corps from 1985 to 1989. Quint and his wife Jill, a fifth grade teacher at Jim Darcy Elementary School in Helena, have three daughters; Shannon, Madison and Isabella. A native of Anaconda, Quint is an avid sportsman.



**Richard L. Parish, Alternate Presiding Chair  
Attorney at Law**

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Richard Parish is an attorney engaged in the private practice of law in Helena, Montana for more than 30 years. A native of Livingston, Montana, he received a B.A. in Economics from the University of Montana in 1974, and a J.D. from the University of Montana School of Law in 1977. He served as a law clerk to Supreme Court Justice John C. Harrison for a year following his graduation, and entered private practice in Helena immediately after that. He has been active in local sports organizations, and is a past president of the Last Chance Tennis Association and the Helena Youth Soccer Association. His wife, Janet, is an elementary school teacher at Jefferson School in Helena.

**James Reardon, Board of Personnel Appeals, Labor Member  
Field Representative**

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Jay Reardon is currently employed by Laborers Local 1686 as the Public Employees field representative. He is responsible for administering contracts for 31 different collective bargaining units. Jay joined the United Steelworkers of America in August of 1975 when he became employed at the Asarco, Inc. East Helena Plant, where he remained until 2001. From 1985 to 1991 Jay was President of USWA Local 72, and again from 1993 to 1996. He worked as a Union Organizer for USWA District 11 from 1997 to 2000. Jay then worked for the Montana State AFL-CIO as director of Project Challenge: Work Again, a program to aid dislocated workers that is administrated by the AFL-CIO. Jay served on the Montana Board of Labor Appeals from 1987 to 1991 appointed by Governor Ted Schwinden. In May of 2001 he was appointed to the Montana Board of Personnel Appeals, where he continues to serve as a labor representative.

**Jerry Rukavina, Board of Personnel Appeals, Alternate Labor Member  
Field Consultant**

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Jerry Rukavina is a native Montanan. He is a Field Consultant for MEA-MFT and was originally hired by MEA in 1995. Prior to becoming the Field Consultant he taught Automotive Technology at Great Falls High School from 1974 to 1995. He was elected as the Great Falls Education Association's (GFEA) president from 1990 and served until 1995. Jerry has also instructed and coordinated the Apprenticeship Training Program for the Machinist Union. He has extensive bargaining, grievance resolution, labor-management problem-solving, and training experience primarily in north central Montana; and is currently responsible for 27 labor contracts. He is also President of the Central Montana Central Labor Council (CMCLC); member of the Montana AFL-CIO Board of Directors and an alternate labor representative for the Montana Board of Personnel Appeals. Jerry attended MSU and graduated from NMC (now MSU-Northern). He is married to Evelyn. They have two children and two grandchildren.

**Beth M. Schindler, Director of Mediation Services  
Federal Mediation and Conciliation Service**

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Beth M. Schindler is the Director of Mediation Services for Region W7 covering Alaska, Washington, Oregon, Idaho, Montana, Colorado, Wyoming, Northern California and Northern Nevada. Director Schindler oversees all activities and assignments for 18 Commissioners with the Federal Mediation and Conciliation Service

(FMCS), an independent agency of the United States Government. She assigns collective bargaining cases and directs the work of mediators when FMCS services are requested or when labor and/or management are searching for avenues to achieve settlement, avert or end a labor union strike.

Between 1996 and 2001, Beth served in the capacity of Commissioner for FMCS. As a federal mediator she worked toward amicable contract settlements between management and labor unions engaged in the collective bargaining process. She continues her work in the area of relationship development training including labor/management initiatives. She also has extensive experience in a wide variety of negotiation processes including all phases of interest based negotiations procedures.

Before joining FMCS in 1996, Director Schindler was a member and Union Representative for Office and Professional Employees International Union Local 8 for 17 years located in Seattle. Prior to that, she worked in the employee benefits arena for Welfare and Pension Administration exclusively servicing Taft-Hartley employee benefit trust funds.

Beth was born and raised in Seattle and currently lives with her husband and three children in the Edmonds, WA area.

**Andy Sever**

**Director of Personnel Services**

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Over the last sixteen years Andy has negotiated all manner of Public Sector contracts. For the past eleven years he has served as Director of Personnel Services for the Montana School Boards Association. During his tenure at the School Board Association he has negotiated contacts all across the state of Montana. Andy's other duties with the School Boards Association include helping school districts deal with technology issues whether it is addressing students issues such as sexting/online bullying or helping staff understand the role of technology and how to use it appropriately. Prior to working for management Andy served as a Field Representative for the Montana Federation of Teachers for approximately 5 years.

**Karla Stanton, Human Resources Director, Board of Personnel Appeals, Management Member**

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Karla Stanton serves as the Human Resources Manager for the City of Billings, Montana. She has been employed by the City for twelve years. Prior to working for the City, Karla was a Senior Buyer for Mercantile Stores for nearly 14 years. Karla graduated from Montana State University with a Bachelor of Science degree in Health and Human Services. Karla is a member of the Society for Human Resources Managers (SHRM), a member of the Montana Municipal Interlocal Authority (MMIA) Benefits Committee, member of the National Public Employer Relations Association (NPLERA) and the Board of Personnel Appeals (BOPA). When she is not working, Karla enjoys spending time with her husband Jim and their four children, Marissa, James, Jacob and Michael.

**David W. Stiteler**

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David graduated from the University of Wyoming School of Law with an interest in labor law and moved to Montana to pursue a career in that field. Over roughly 16 years, he gained experience first representing a public employer and then a public employee union. He moved to Oregon to gain experience as a neutral, spending 12 years (4 as an ALJ, 8 as a board member) with the Oregon Employment Relations Board. He left ERB to begin a full-time labor and employment arbitration practice. He is on the arbitration panels

administered by AAA, FMCS, and most western states. When his schedule permits, he likes to climb mountains and spend time in the wilderness. He and his wife recently completed their second through-hike of the Wonderland Trail, a 93 mile trail which goes around Mt. Rainier.

**Paula Stoll  
Administrator**

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Paula Stoll has served as the Governor's chief labor negotiator for over 15 years, under three different governors. Paula was also named administrator of the State Human Resources Division in 2008.

Paula's labor relations and human resource experience spans over 30 years. Prior to joining the state, she worked for local government, first for Lewis & Clark County and then as an HR and labor relations consultant to local governments, school districts, and smaller private-sector employers. Paula is responsible for bargaining the biennial statewide pay and benefits deal and overseeing the negotiation and administration of 65 different collective bargaining agreements for Montana's executive branch.

**Jim Stone  
Business Representative**

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A true believer in the working man and the middle class, Jim Stone started his Union career working for Meadow Gold Dairies from June 1985 to February 2007. During this period he was the Shop Steward for 15 years and served on the Meadow Gold Dairies Labor-Management Committee. Jim worked with management to provide presentations to other labor-management committees as well as to those attending conferences within the state. Jim became a Business Representative for Teamsters Local #2 in February, 2007. He negotiates approximately 30 Collective Bargaining Agreements in a vast area covering Sherriff Deputies, School Districts, Delivery Drivers, Hospital Employees, Road and Bridge and Sanitation Workers to name a few and also assists with several regional contracts. Jim was a Delegate to the 28<sup>th</sup> International Brotherhood of Teamsters Convention in 2011.

After a short visit to the state in 1977, Jim like what he saw and decided this is where he wanted to make a home and raise his Children he moved to Montana in 1980 from the Washington D.C area. Jim is the father of 2 girls and has 3 step sons.

**Matthew B. Thiel  
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Matt Thiel was born and raised in Montana and practices law in Missoula. Matt started his career in the labor arena in 1987 as a field representative with the Montana Federation of Teachers, AFL-CIO after graduating from the University of Montana in 1986. He left that position to attend the University of Montana Law School in 1990, where he was Editor-in-Chief of the Montana Law Review prior to his graduation in 1993. Matt has practiced law for the past eighteen years in Missoula first as a partner at the firm of Smith & Thiel for eleven years and currently at Thiel Law Office. A primary focus of his practice is on labor law representing several Montana and Washington based unions and also practices personal injury law and litigation. Matt is an elected member of the Montana State Bar Board of Trustees and also serves as an appointed member of the Montana Insurance Guarantee Association and the Montana Facility Finance Association.



**Amy Verlanic, Director, Alternate Management Member  
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Amy L. Verlanic is the Director of Technical Outreach Department at Montana Tech in Butte, MT where she works to provide K-12 teachers and students with college-based programs that enrich statewide science, engineering, and technology education. Current Technical Outreach offerings include twenty federal, state and corporately funded programs that range from short-duration workshops during the academic year to extended residential camps in the summer time. Ms. Verlanic holds a bachelor's degree in Society and Technology with minors in Organizational Management and Finance and is working towards a graduate degree in Technical Communication. In addition to her numerous campus and community assignments, she is an active volunteer with ASPIRE; formerly holding offices as President at the state and Regional levels and presently serving as Treasurer for the Council for Opportunity in Education. She serves as the Vice Chair of the Anaconda School Board and is one of the Governor's Appointee to the Board of Personnel Appeals. She has been honored with awards such as The Spark Plug Award from the Anaconda Chamber of Commerce, Most Influential Educator Award from the United States Army, Most Accomplished Alumni from Montana Tech, and is listed in Cambridge Who's Who among American Executives and Professionals in Education. She has a husband and four daughters, and they make their home in Anaconda.

**Barbara Wagner  
Senior Economist**

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Barbara Wagner works as the Senior Economist at the Montana Department of Labor and Industry and provides information and analysis on the Montana economy. A Montana native, Barbara holds a bachelor's degree from the College of St Benedicts/St Johns University and a master's degree in Applied Economics from the University of Minnesota. Her previous work experience includes research positions with the U.S. Senate, University of Minnesota, and the Montana Department of Revenue. Barbara's work has been recognized with the 2008 Outstanding RAE Article award from the Applied and Agricultural Economics Association and the 2010 Regional LMI products award. She also serves as Race Chair for the Komen Montana Race for the Cure, Secretary of the Helena Young Professionals, and is a member of the Interagency Committee for Change by Women and the Employee Investment Advisory Council

**Cynthia L. Walker  
Attorney at Law**

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Cindy is an equity owner of Poore, Roth & Robinson in Butte, Montana. She focuses her practice on civil litigation with an emphasis on employment and labor matters. She practices in the areas of civil litigation, employment and labor law and appellate practice. Cindy grew up in Butte and received her Bachelor of Arts degree from the University of Montana in 1990, where she majored in Political Science with an emphasis in Public Administration. Cindy received her Juris Doctor degree, with honors, from the University of Montana School of Law in 1999. During law school, she was an editor of the Montana Law Review and a teaching assistant for the law school's legal research and writing program. From August 1999 through July 2000, Cindy clerked for Justice Jim Regnier at the Montana Supreme Court in Helena. Following her clerkship, Cindy was employed as an associate attorney with the Missoula law firm of Datsopoulos, MacDonald & Lind, P.C., for approximately two years and as an associate attorney in the Missoula office of Church, Harris, Johnson & Williams, P.C., for approximately four years, before returning to Butte in February 2006 and joining the firm of Poore, Roth & Robinson, P.C. Cindy resides in Butte with her husband Randy, their two kids, Jack and Jenna,

and their dogs, Jake and JZ. The Walkers enjoy getting out camping in the nearby Big Hole area as often as possible and taking part in many of the local cultural events Butte has to offer.

**Jeffrey A. Weldon**

**Attorney at Law**

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Jeffrey A. Weldon is a partner in the Billings law firm of Felt, Martin, Frazier & Weldon, P.C. His practice focuses on Montana school law and includes commercial transactions, real estate transactions, estate law and Indian law. Jeff formerly served as legal counsel and human resources director for Billings Public Schools, Montana's largest public school system. He also served as chief legal counsel for Montana's Superintendent of Public Instruction. He was also formerly associated with the law firm of Moulton, Bellingham, Longo & Mather, P.C. in Billings.

Jeff is a Billings, Montana, native and has a master's degree in public administration and J.D. both from the University of Montana. Jeff served in the Montana Senate from 1993 to 1997, during which time he served as a member of the Senate Local Government Committee, the Senate Natural Resources Committee, the Montana Reserved Water Rights Compact Commission, the Montana Environmental Quality Council, and the Montana Indian Affairs Committee.

Jeff frequently participates in school law related seminars and in-service trainings and has presented on many education topics, including teacher liability issues, IDEA, professional consequences of off-duty behavior, school funding, religion and schools, and the No Child Left Behind legislation, boardsmanship, and Montana Constitutional issues such as open meetings, privacy, and the public's right to participate in government.

He is a member of the local and state bar associations and of the Council of School Attorneys. He is the past chairman of the School Law Section of the State Bar of Montana. He is currently a member of the board of directors of the Northwest Regional Educational Laboratory, a Portland, Oregon-based private nonprofit corporation that works with schools, districts, and other agencies to develop creative and practical solutions to important educational challenges.